


# Java Developer

**Up to 10M! English Only OK!**

## Job Information

**Temp Agency**
Randstad K.K., Professionals

**Hiring Company**
Leading financial holding company

**Job ID**
1592896

**Industry**
Internet, Web Services

**Company Type**
Large Company (more than 300 employees) - International Company

**Non-Japanese Ratio**
Majority Non-Japanese

**Job Type**
Temp to Perm

**Location**
Tokyo - 23 Wards

**Salary**
7 million yen ~ 10 million yen

**Refreshed**
November 17th, 2026 02:00

## General Requirements

**Minimum Experience Level**
Over 3 years

**Career Level**
Mid Career

**Minimum English Level**
Business Level (Amount Used: English Only)

**Minimum Japanese Level**
None

**Minimum Education Level**
Bachelor's Degree

**Visa Status**
Permission to work in Japan required

## Job Description

You will join as a Senior Engineer — a hands-on leader who delivers through execution. Your primary output is high-quality software: design documents, production code, and reliable deployments.
In addition, you will play a key role in improving overall team quality by bridging the gap between experienced engineers and the broader team. You will connect architectural intent with day-to-day implementation — staying close enough to the system design to guide direction, and close enough to the code to ensure correct execution.

【Responsibilities】
Design & Development
- Lead basic design for new features and PSP integrations, including: Software architecture, Component design, Database schema design
- Establish and maintain clear design guidelines and coding standards
- Develop, test, and deploy production-grade Java applications end-to-end

Review & Quality Improvement
- Review system designs before implementation to identify structural issues early
- Conduct code reviews focusing on correctness, maintainability, and security
- Provide clear, actionable feedback that explains the reasoning (“why”), enabling team learning
- Identify recurring issues and convert them into documented guidelines to prevent repetition

Team Enablement
- Support engineers and team leads by aligning design intent with implementation
- Act as a bridge between leadership and engineers to improve consistency and reduce friction
- Raise the overall engineering standard through hands-on guidance and example

## Required Skills

- 8+ years of experience in Java development
- Proven experience delivering production systems in high-traffic, transaction-critical environments
- Strong ability to independently lead basic design (architecture, components, database schema)
- Solid experience in code reviews and enforcing coding standards across teams
- Ability to quickly understand unfamiliar codebases and assess structure and risks

## Company Description